

COPY

This Agreement, made and entered into the 27th day of January, 1993, by and between the Board of Trustees of Jersey City State College and Dr. Carlos Hernandez. WITNESSETH:

WHEREAS: the Board of Trustees of Jersey City State College desires to employ Dr. Carlos Hernandez as its chief administrative and executive officer, with the title of "President" and

WHEREAS: Dr. Hernandez has accepted the appointment, and

WHEREAS: the parties have agreed to the terms and conditions of such employment and desire to reduce their agreement to writing,

Now, Therefore, in consideration of the promises, covenants, and agreements herein set forth, and for other good and valuable consideration, receipt of which is hereby acknowledged, the parties hereto covenant and agree as follows:

1. Terms of Employment

Dr. Carlos Hernandez shall be employed by the Board of Trustees as president of the College and shall serve at the pleasure of the Board without term. In addition to the title of President Dr. Hernandez shall hold concurrent academic rank as a tenured Professor of Psychology.

2. Duties

The president shall be responsible to the Board of Trustees and shall have such powers as shall be requisite, for the executive management and conduct of the College in all departments, branches and divisions, and for the execution and enforcement of the by-laws, rules and orders governing the management, conduct and administration of the College. (From Higher Education Act C.118:21A of 1966)

3. Compensation

The College will pay Dr. Hernandez an annual salary of \$100,000 payable in bi-weekly installments in accordance with established College payroll procedures.

4. Additional Entitlements

a. Health benefits are provided to the President and his dependents in accordance with State policies and practices.

b. Retirement Fund

Contributions to a retirement fund will follow current State policies and practices.

c. Vacation

Vacation days will be accrued at the rate of 22 days per year and a maximum of one year of unused vacation leave may be carried over to the next fiscal year.

d. Sick Leave

The President will be entitled to 15 working days of sick leave during each fiscal year. Unused sick leave shall accumulate from year to year.

e. Housing Allowance

The President shall receive a housing allowance each fiscal year equal to 20 percent of his annual salary.

f. Entertainment Expenses

The College will provide the President with adequate funds for purposes of entertaining guests of the College and for carrying out the duties of the office. The College will arrange for the payment of these expenses in a manner which is mutually acceptable to the parties.

g. Automobile

The President will be furnished with an automobile for use in carrying out the duties of the office. All expenses of this automobile, including, but not limited to, insurance gasoline and repairs will be paid for by the College.

5. Evaluation


After a period of 5 years from the date of this Agreement the Board of Trustees will conduct a performance review and evaluation of the President.

6. Construction of Agreement

The laws of the State of New Jersey shall govern this Agreement.

IN WITNESS WHEREOF, the parties have executed this Agreement;


Chairman, Board of Trustees


President

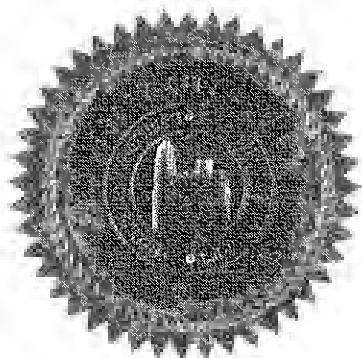


New Jersey City University
Board of Trustees
2039 Kennedy Boulevard
Jersey City, NJ 07305-1597

PRESIDENT'S SALARY

- WHEREAS: the Board of Trustees has the statutory authority to appoint and fix the compensation of the president of the college, and
- WHEREAS: Dr. Hernández continues to provide leadership of the highest caliber and has become a respected leader on the local, state and national level, be it therefore,
- RESOLVED: that the Board of Trustees of Jersey City State College on this 17th day of November, 1997 does hereby fix Dr. Hernández's salary at \$130,000 effective July 1, 1997.

SEAL:





Gayle R. Ford
Secretary to the Board of Trustees



New Jersey City University
Board of Trustees
2009 Kennedy Boulevard
Jersey City, NJ 07305-1597

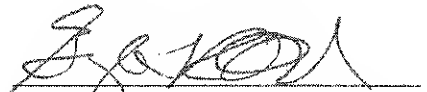
PRESIDENT'S SALARY

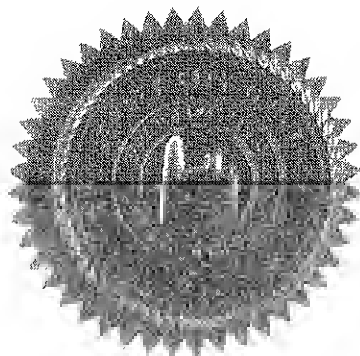
WHEREAS: the Board of Trustees has the statutory authority to appoint and fix the compensation of the president of the college, and

WHEREAS: Dr. Hernández continues to provide leadership of the highest caliber and has become a respected leader on the local, state and national level, be it therefore,

RESOLVED: that the Board of Trustees of Jersey City State College on this 22nd day of March, 1999 does hereby fix Dr. Hernández's salary at \$150,000 effective July 1, 1998.

SEAL:


Gayle R. Ford
Secretary to the Board of Trustees





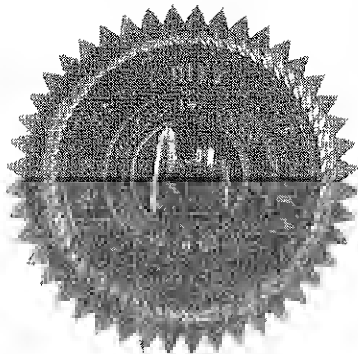
New Jersey City University
Board of Trustees
2039 Kennedy Boulevard
Jersey City, NJ 07305-1597

PRESIDENT'S SALARY

- WHEREAS: the Board of Trustees has the statutory authority to appoint and fix the compensation of the president of the college, and
- WHEREAS: Dr. Hernández has during his eight years as President provided leadership of the highest caliber, gained university status for the institution, and has become a respected leader on the local, state and national level, be it therefore,
- RESOLVED: that the Board of Trustees of New Jersey City University on this 7th day of March, 2001 does hereby fix Dr. Hernández's salary at \$170,000 effective July 1, 2000.

SEAL:

Gayle R. Ford
Secretary to the Board of Trustees





New Jersey City University
Board of Trustees
2039 Kennedy Boulevard
Jersey City, NJ 07305-1597

PRESIDENT'S SALARY

WHEREAS:

The Board of Trustees has the statutory authority to appoint and fix the compensation of the President of the University, and

WHEREAS:

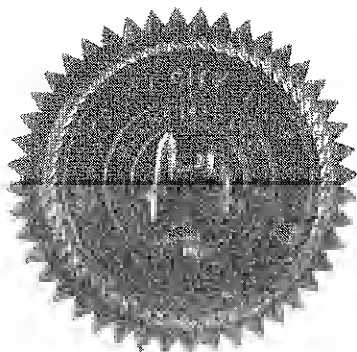
Dr. Hernández has during his nine and one half years as President provided leadership of the highest caliber, gained university status for the institution, and become a respected leader on the local, state, and national level be it therefore,

RESOLVED:

that the Board of Trustees of New Jersey City University on this 9th day of September 2002 does hereby fix the salary of Dr. Hernández at \$ 195,000 effective July 1, 2002.

SEAL:


Gayle R. Ford
Secretary to the Board of Trustees





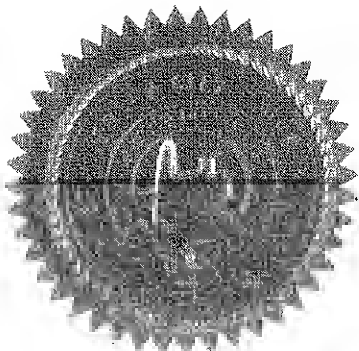
New Jersey City University
Board of Trustees
2039 Kennedy Boulevard
Jersey City, NJ 07305-1597

PRESIDENT'S SALARY

- WHEREAS:** The Board of Trustees has the statutory authority to appoint and fix the compensation of the President of the University, and
- WHEREAS:** Dr. Hernández has during his ten and one half years as President provided leadership of the highest caliber, gained university status for the institution, and become a respected leader on the local, state, and national level be it therefore,
- RESOLVED:** that the Board of Trustees of New Jersey City University on this 8th day of December 2003 does hereby fix the salary of Dr. Hernández at \$210,000 effective July 1, 2003.

SEAL:


Gayle R. Ford
Secretary to the Board of Trustees



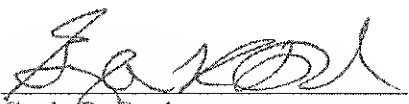


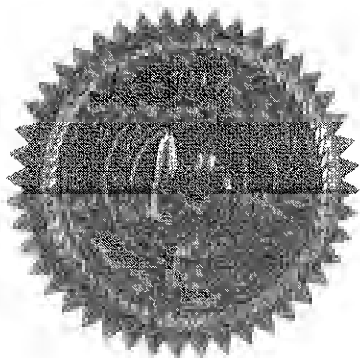
New Jersey City University
Board of Trustees
2039 Kennedy Boulevard
Jersey City, NJ 07305-1597

PRESIDENT'S SALARY

- WHEREAS:** The Board of Trustees has the statutory authority to appoint and fix the compensation of the President of the University, and
- WHEREAS:** Dr. Hernández has during his twelve years as President provided leadership of the highest caliber, gained university status for the institution, and become a respected leader on the local, state, and national level be it therefore,
- RESOLVED:** That the Board of Trustees of New Jersey City University on this 13th day of June 2005 does hereby fix the salary of Dr. Hernández at \$240,000 effective July 1, 2004.

SEAL:


Gayle R. Ford
Secretary to the Board of Trustees





New Jersey City University
Board of Trustees
2039 Kennedy Boulevard
Jersey City, NJ 07305-1597

NEW JERSEY CITY UNIVERSITY

PRESIDENT'S SALARY

- WHEREAS:** The Board of Trustees has the statutory authority to appoint and fix the compensation of the President of the University, and
- WHEREAS:** Dr. Hernández has during his fifteen years as President provided leadership of the highest caliber, gained university status for the institution, and continues to be a respected leader on the local, state, and national level be it therefore,
- RESOLVED:** That the Board of Trustees of New Jersey City University on this 10th day of December 2007 does hereby fix the salary of Dr. Hernández at \$280,000 effective July 1, 2007.

SEAL:


Gayle R. Ford
Secretary to the Board of Trustees

